



Published by the
Manpower Training Branch
to stimulate career-oriented
education programs

Skills

Career preparation top high school priority

The public considers preparing young people for the world of work to be the primary purpose of secondary school, a survey by the Ontario Institute for Studies in Education shows.

"Public Attitudes Toward Education", involving a representative sample of 1,107 persons aged 18 or over, was conducted by D. W. Livingstone and D. J. Hart.

"It appears that a very significant shift in the public's high school priorities took place between 1976 and 1979, with job training advancing from a third to the dominant first-ranked priority." Messrs. Livingstone and Hart said. "In 1980, job training retains its dominant status for the majority of respondents.

"Several other curricular objectives of direct economic relevance, namely basic skills, critical thinking, and everyday life skills, are also now seen as top priorities by at least a quarter of the respondents. The most notable change over the 1978-80 period seems to be the re-emergence of concern with high schools' attention to basic reading, writing and number skills, to a relative priority level approaching that which it apparently had earlier in the decade.

"However, in our opinion, what is most clear is that the Ontario public is becoming increasingly concerned, under the impact of a worsening employment situation, that the high schools emphasize the sorts of skills that they

feel will provide students with the best preparation for the job market."

Respondents were asked to indicate the first and second highest priorities for secondary schools; 62% of the respondents indicated "job training and career preparation", while 33% indicated "basic reading, writing and number skills". The percentage emphasizing career preparation has increased from 52% in 1978 to 62% in 1980.

Percentage Ranking First
or Second Priority for High School

	1978	1979	1980
Job training and career preparation	52	64	62
Basic reading, writing and number skills	7	14	33
Development of creativity, imagination and critical thinking	21	24	27
Everyday life skills such as learning traffic safety and money management	29	12	25
Fostering a sense of right and wrong	18	10	13
Ability to get along with others	6	14	12
Preparing students for their future roles as parents	*	22	9
Knowledge of political rights and responsibilities	1	12	5
Understanding of Canadian history and geography	4	7	3
Promoting physical fitness	*	6	2
Teaching students about their own cultural background	*	3	2
Knowledge of science	3	5	1
Developing skills and appreciation of art and music	*	3	1

The 1978 survey, administered by mail, employed a sampling method different from later surveys.

* Not asked in the 1978 survey.

A detailed analysis of the respondents shows that 75% of wage-workers ranked "career preparation" as the first or second-highest priority, while only 34% of corporate executives did so. "Career preparation" should be the secondary school's highest or second highest priority according to 71% of students.

The survey also indicates that "public education" has the second-strongest claim on tax money, after "health and medical care". Table 9 indicates that 36% of the respondents said that spending for public education should increase, while 50% said it should remain the same.

Canadian workers require more skill and independent judgement than they did 20 years ago, according to 58% of the respondents; only 15% say workers require less skill and independent judgements.

Training programs to equip workers with these skills should combine institutional and on-the-job components; 34% of the respondents said training should be done solely on-the-job; 14% said it should be done in institutions; while 50% said programs would combine on-the-job and institutional experience.

Copies of this publication are available from:

OISE Press
The Ontario Institute for
Studies in Education
252 Bloor Street West
Toronto, Ontario
M5S 1V6.

Apprenticeship: a growing force

The Ontario Government has been active in apprenticeship since 1928, when legislation providing for apprenticeship programs was first introduced. Initially, the legislation focused on the building trades, and not until the 1950's--after the Great Depression and the Second World War--was apprenticeship more widely

encouraged in areas beyond the construction and service industries.

In 1964, with the promulgation of a new Apprenticeship and Tradesmen's Qualification Act, the Ontario Government and industry adopted a modern and cooperative approach to industrial training. Age limits were eliminated; Provincial Advisory Committees were authorized; periods of training hours replaced years in measuring contract terms; and as additional regulations were approved, greater authority was granted to the Director of Apprenticeship and to the Apprenticeship Branch itself.

For several years, approximately 75% of Ontario's active apprentices were registered in the construction trades or in the automotive repair service areas. In 1978, however, a concentrated effort was made to expand apprenticeship in the manufacturing sector. As a result, trades such as general machinist, tool and die maker, and mould maker were regulated. More recently, another trade in this sector--fitter-structural steel/platework--has also been regulated.

In response to the growing demand for skilled workers, the Apprenticeship Branch increased its field staff to promote apprenticeship more vigorously with local employers throughout Ontario and to facilitate delivery of the traditional apprenticeship programs and modular training programs which it has approved.

Today there are more than 200 skilled trades formally recognized in Ontario--each with its own apprenticeship training program. Many of these are briefly described in the publication, "Apprenticeship and You".

Training is now available in 60 regulated trades and in a wide variety of non-regulated occupations where training schedules are custom designed to meet the needs of individual employers or employer groups. Current records reveal that almost 30,000 appren-

tices are registered in regulated trades and about 5,500 in non-regulated trades.

The Apprenticeship Branch is promoting and extending a comprehensive program of industrial training in Ontario. Employers and others interested in participating in apprenticeship programs are invited to contact the nearest office of the Apprenticeship Branch.

Apprenticeship Branch
Field Offices
as of February 27, 1981

BARRIE	737-1431
BELLEVILLE	968-8671
BRACEBRIDGE	645-8643
BRANTFORD	756-5197
BROCKVILLE	342-5481
CHATHAM	354-9100
CORNWALL	938-9702
HAMILTON	527-9105
KENORA	468-3325
KINGSTON	544-2542
LONDON	453-7190
NORTH BAY	474-5546
OAKVILLE	842-2454
OSHAWA	576-0171
OTTAWA	731-7100
OWEN SOUND	376-5790
PEMBROKE	735-3911
PETERBOROUGH	743-4172
ST. CATHARINES	684-8543
SARNIA	542-7705
SAULT STE. MARIE	942-4420
SUDBURY	675-4481
THUNDER BAY	475-1605
TIMMINS	264-2354

TORONTO CENTRAL	965-4211
TORONTO EAST	750-3533
TORONTO WEST	239-1178
WATERLOO	884-5460
WINDSOR	254-8654

Resources

Ontario Youth Secretariat

- The Edge

This handbook offers young people information on finding a job or starting their own business. It also provides other related information on how to write resumés and application letters and how to conduct oneself at interviews. There is also information on how to act when a job is obtained.

- Experience '81 Guide Book

This brochure outlines specialized summer jobs that will be offered this year to students in Ontario. These Experience positions have been designed to complement the academic and career interests of young people which, in turn, will enable the student to make better career selections later on. Information is also provided about application procedures for any of these positions.

Copies of the above publications are available from:

Ontario Youth Secretariat
Queen's Park
Toronto, Ontario
M7A 1Z1
(416) 965-3540

The Ontario Institute for Studies in Education

- Publications '81

This booklet provides a listing of information and mate-

rials, either published or developed by OISE, which are the outgrowth of work in educational research and development. Information listed includes books, tapes and films and testing kits as well as price lists and order forms.

Copies are available from:

OISE Press
The Ontario Institute for
Studies in Education
252 Bloor Street West
Toronto, Ontario
M5S 1V6

Ministry of Labour

- New Skills for Women - (Technology and The Skilled Trades)

This pamphlet outlines ways women can obtain training. It also suggests some of the factors to consider before deciding to enter a non-traditional occupation.

- Career Selector

This series of booklets includes two on trades and technical occupations. An explanation of each occupation is given, with a description of methods of entry and wage rates.

Both of these booklets are free of charge and can be obtained from:

Women's Bureau,
Ministry of Labour,
400 University Avenue,
Toronto, Ontario
M7A 1T7.
(416) 965-1537

Ministry of Education

- Ontario Elementary and Secondary School Enrolment Projections 1980-1989

This report projects elementary and secondary school enrolments by grade for the years 1980 to 1989. In written and table

form, it predicts that elementary school enrolment will decline throughout the projection period, but at a slower rate than during the past few years. A decline in secondary school enrolment is expected to take place at an accelerated rate until 1982.

For a copy of this report, contact:

Mrs. St. Rose-Haynes
Statistical Information Services
Management Information Systems
Branch
18th Floor, Mowat Block
Queen's Park
Toronto
(416) 965-2636

Ministry of Education and Ministry of Colleges & Universities

- Continuing Education - The Third System

This paper was developed to foster discussion about: current issues in continuing education at all levels; the philosophical framework within which the Ministry of Education and the Ministry of Colleges and Universities can plan and develop policies for continuing education; and the criteria by which the Ministries can decide the extent of their involvement in various continuing education initiatives and activities in this province.

Copies are available at a cost of \$2.50 and may be picked up at:

Ontario Government Bookstore
880 Bay Street
Toronto
(416) 965-2054

or by mail from:

Publications Services
Mail Order Area
Ministry of Government Service
5th Floor, 880 Bay Street
Toronto
M7A 1N8

Women helped to obtain training

A one-year project to increase womens' career opportunities in skilled occupations has been initiated by the Manpower Training Branch.

The project is being co-ordinated by Mary Bray, who has extensive counselling experience in both the public and private sectors.

It is predicted that if current employment patterns continue, there will be an increasing under-supply in skilled occupations and an over-supply in occupations traditionally held by women--secretary, clerk, and other service occupations.

Ms Bray points out that women are a significant and permanent part

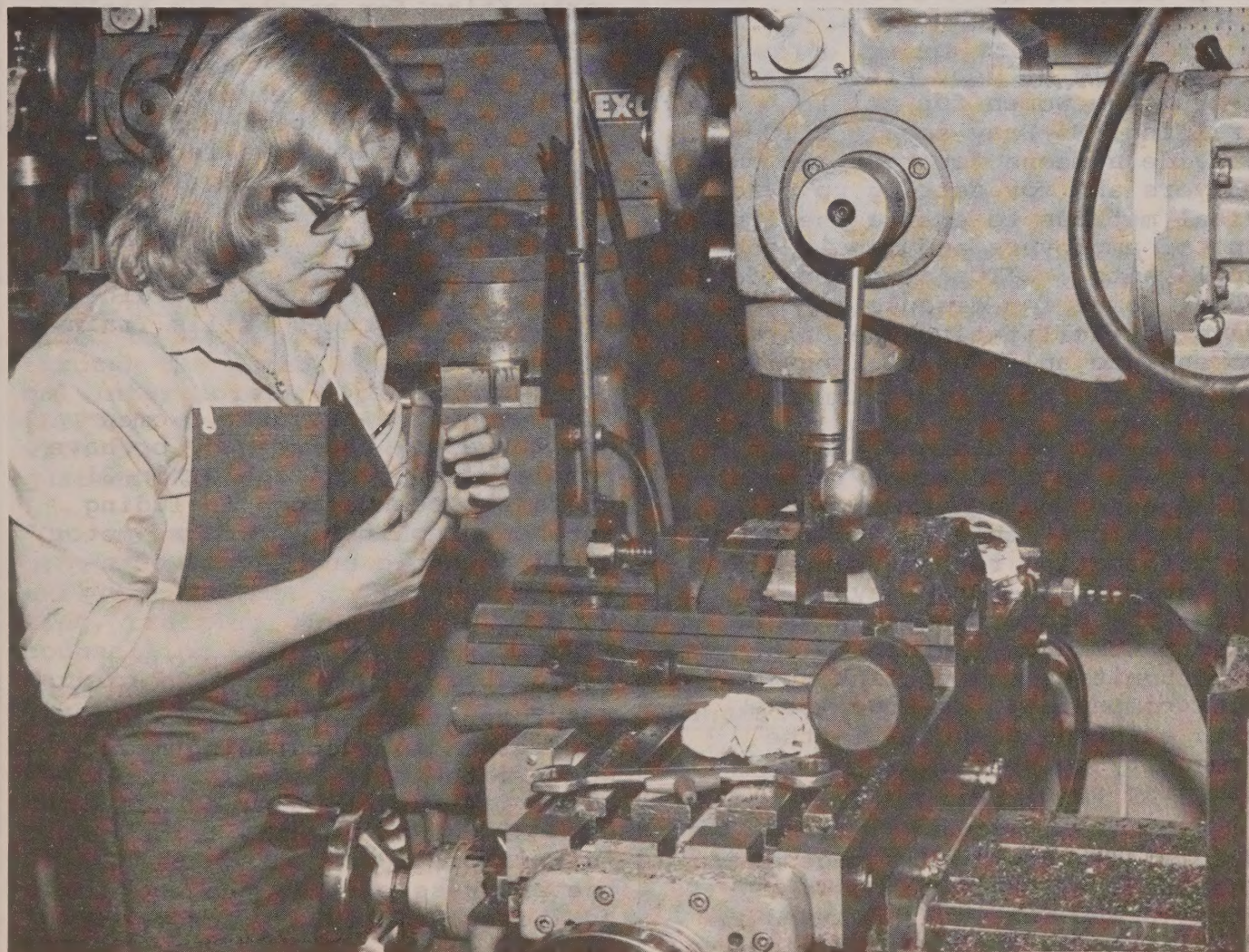
of Ontario's labour force.

Womens' participation rate has increased to 54% in 1980 from 29% in 1958, while their share of the total work force has increased to 42% in 1980 from 34% in 1968.

Today, most women can expect to be in the work force for about 25 years.

Working with CITCs

Women are becoming increasingly interested in non-traditional skilled occupations, which can provide a wider range of options for a well-paying and satisfying career. One reason for womens' interest in non-traditional skilled occupations is the micro-electronic revolution, which will





affect radically womens' employment in traditional occupations.

To achieve the project goals, Ms Bray is working with three CITCs--the Toronto Advisory Committee on Employment Training (TACET), the Hamilton Industrial Training Advisory Committee (HITAC) and the Industrial Advisory Committee of Etobicoke and York (ITACEY).

CITCs could be very effective in recruiting women for skills training, Ms Bray says. CITCs provide a means for reaching employers and for setting up practical methods to enable the linking of employers and female job applicants. CITCs also provide a focal point for discussion of ways of facilitating the entry of women into an industrial environment.

It is often maintained that it is difficult to find women interested in entering non-traditional occupations; this is due to lack of information rather than a lack of interest, Ms Bray says. Therefore, the project seeks ways to inform women of training opportunities and to link them with companies. Ms Bray works with existing agencies in the community to publicize job and training openings.

When wider coverage is necessary, the media--such as cable TV and local newspapers--can be used. For instance, a 60-second video

tape and a slide presentation are being created. She also works with companies undertaking Affirmative Action plans for female employees--both those working in unskilled and semi-skilled jobs. More women are entering technical courses at community colleges and can be recruited for programs where prior technical experience is an advantage.

INTO Helps Women

Another source is the INTO (Introduction to Non-Traditional Occupations) program given by community colleges. This eight-week program provides career counselling and industrial orientation to enable women to make a well-informed career decision and to prepare themselves for employment.

There are a variety of other routes that women are using to enter non-traditional jobs. The Canada Manpower Industrial Training Program (CMITP) provides opportunities for on-the-job training. CMITP provides a wage subsidy equal to 75% of the female trainee's salary for up to one year. During the past six months, 152 women have received CMITP-sponsored training in non-traditional occupations. As of February 27, 1981, 75% funding for female trainees is available under Employer Sponsored Training/Critical Trades Skills Training as well.

Throughout the province, women are currently registered, or have completed apprenticeship, in 31 different occupations including autobody repairer, plumber, motor cycle mechanic and instrumentation mechanic.

Ms Bray hopes that the project will provide some useful pointers for future action. CITCs who are interested in encouraging more women into their training programs may wish to use, or adapt, some of the strategies tried out in this project. Information on the progress of this project will be included in future issues of SKILLS.

LIFTs up and running

The Government of Ontario has established Local Interministerial Field Teams (LIFTs) to help workers displaced by plant closures.

LIFTs will include representatives of the Ministries of Labour, Community and Social Services, Industry and Tourism, Treasury and Colleges and Universities; the Ministry of Labour will be the "lead Ministry" in the LIFT effort.

In a memorandum to the Presidents of the Colleges of Applied Arts and Technology, T.P. Adams, Assistant Deputy Minister, Colleges Affairs and Manpower Training Division, said:

"In an effort to ease the burden of industrial layoffs, especially those involving permanent terminations as a result of partial or complete plant closures, the Minister of Labour recently proposed a series of recommendations, among which is a co-ordinated, interministerial response mechanism for dealing with plant closures.

"Part of this response mechanism, in which the Ministry of Colleges and Universities will play an active role, will involve action to improve the level of support provided to terminated employees, through the establishment of Local Interministerial Field Teams (LIFTs), acting in conjunction with the federal Manpower Adjustment Committees (MACs).

"One objective of the LIFTs is to provide terminated employees with skills assessment, job counselling, training, and relocation counselling. In this regard, the participation of the CAATs is clearly vital."

The Ministry's representative on the Provincial LIFT co-ordinating committee is Don Ahrens, Manager, Program Delivery Section, Manpower Training Branch. Further information is available from the Editor of SKILLS.

COFOR 85 released

About 3,000,000 jobs will have to be filled during the 1979-85 period, the Federal Department of Employment and Immigration predicts.

The Canadian Occupational Forecast to 1985, commonly called COFOR 85, covers about 500 occupational categories. COFOR estimates are available for Canada only; reports for the provinces will follow. COFOR 85 is based on an econometric model called CANDIDE, which forecasts growth prospects for 12 industry groups. COFOR breaks down these forecasts into levels of employment for 69 industries. The industry forecasts are converted into estimates of occupational requirements, based on the 1971 and 1975 occupation-by-industry matrix.

COFOR 85 indicates that the Canadian labour market will grow by about 1,700,000 to 12,000,000 by 1985. This increase represents an average annual rate of growth of 2.5%. By comparison, the labour market grew by an average of about 3.0% a year during the 1970-79 period.

In addition to the 1,700,000 new jobs, 1,300,000 positions will be created by persons withdrawing from the labour force, for a total of 3,000,000.

Manufacturing employment is expected to grow by an average of 1.3% a year, while service sector employment is expected to grow by an average of 2.9% a year during the 1979-85 period.

Employment growth is expected to be strong in western Canada, particularly in Alberta.

General Highlights

These forecasts are for Canada as a whole; demand may vary from province to province.

Strong demand is expected for the following large occupational groups:

- Engineers, architects, occupations in physical and life sciences, mathematics and related fields.
- Occupations in the performing and audio-visual arts and writing--commercial art, photography, interior designers, advertising artists, etc.
- Occupations in sport and recreation (athletes, coaches, officials, etc.)
- Service occupations (chambermaids, babysitters, dry cleaning occupations, janitors, hotel clerks, waiters, bartenders, chefs, cooks, laundering, etc.).
- Highly skilled construction trades (construction electrician, plumbers, carpenters, etc.).

Moderate demand is expected for the following occupational groups:

- Doctors, dentists, veterinarians and other health diagnosing and treating occupations.
- Highly skilled occupations in sales (technical salesmen and advisors, insurance salesmen, real estate salesmen, etc.).
- Highly skilled processing occupations (tool and die, machinists, mechanics, etc.).
- Managers, administrators and related occupations.
- Low-skill clerical occupations (office machine operators, shipping clerks, messengers, etc.).

Low demand is expected for:

- Teaching and related occupations.
- Occupations in primary industries (farmers, loggers, wood processing, timber cutting, log hoisting, etc.).
- Low-skill processing occupations (clay, glass and store processing, food and beverage

processing, textile processing, etc.).

Selected Occupations with High Growth Rates

- Aircraft fabricators, aerospace engineers.
- Mining equipment operators.
- Petroleum engineers, geologists, blasting occupations.
- Dental hygienists.
- Personal service occupations.
- Funeral directors.
- Bus drivers, subway occupations.

Selected Occupation with Low Growth Rates

- Textile and knitting occupations (weaving, patternmaker).
- Tobacco processing.
- Motor vehicle fabricating and assembly occupations.
- Railway transport occupations.
- Shoemaking and Repair.
- Sewing machine occupations.

For further information contact:
Barry Pervin,
Assessment-Evaluation,
Manpower Training Branch
(965-6164)

OCAP has 80% success rate

About 80% of young people participating in the Ontario Career Action Program (OCAP) in industry either obtained employment or returned to school.

OCAP provides training for young people who are:

- between the ages of 16 and 24;
- out of the educational system;
- unemployed but are actively seeking employment;

- have not held a full-time job in the field of their occupational choice.

A report of OCAP trainees placed with private sector employment indicates that:

- during 1978-79, 73% of the trainees found employment after completing their OCAP experience, while 8% returned to school;
- during 1979-80, 71% found employment, while 6% returned to school.

During 1978-79, 4,872 unemployed young people were placed with 2,382 employers; during 1979-80, 5,692 trainees were placed with 4,430 employers in the private sector.

A detailed analysis of 1978-79 data indicates that:

- about 70% of the OCAP employers had fewer than 10 employees;
- about 70% of the OCAP employers will, or hope to, hire OCAP trainees in future;
- about three-quarters of the OCAP trainees had no post-secondary education; while about one-quarter had either begun or completed post-secondary training at a college or university.

Further information is available from the Editor of SKILLS.

New CITCs formed

The following Community Industrial Training Committees have been formed since November:

1. Northwestern Ontario Hospitality Industry Training Committee, November 18, 1980.
2. Ontario Lumber Manufacturers' Association Training Committee, January 8, 1981.
3. Collingwood & District Industrial Training Committee, January 12, 1981.

4. Society of the Plastics Industry, February 17, 1981.

5. Timmins Industrial Training Advisory Committee, February 27, 1981.

For a list of all CITCs, turn to page 10.

New Letters of Intent signed

The following Letters of Intent have been signed this year.

Sault Ste. Marie - January 7;
Renfrew - January 12;
Prescott-Russell - February 17.

A Letter of Intent is a document which is signed by the Federal Government, the Provincial Government and a Community Industrial Training Committee and/or Association. The document is an endorsement of the Committee's intention to train people in certain occupations and under defined terms and conditions agreed to by all three parties.

Métiers

METIERS, le version en français du 'SKILLS', est disponible sur demande auprès de l'éditeur.

SKILLS is published by the Manpower Training Branch. Your letters and articles are most welcome; they should be addressed to the Editor. If you know of anyone who you feel would enjoy receiving SKILLS, please notify the Editor, at the NEW address:

The Editor
SKILLS
Manpower Training Branch
1200 Bay Street, 12th Floor
Toronto, Ontario
M5R 2A6

April 2, 1981

COMMUNITY INDUSTRIAL TRAINING COMMITTEES (CITCs)

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Atikokan	Manpower Adjustment Committee (Steep Rock)	Mr. Jack A. McTaggart, Box 871, Atikokan, Ont., POT 1C0	597-4310
Bancroft	Bancroft & Area Industrial Training Committee	Mr. Jack Haynes, Madawaska Mines Ltd., Bancroft, Ontario KOK 1C0	332-2712
Barrie	Community Industrial Training Committee	Mr. J. J. Borrows, Mgr., Employee Relations, The General Tire & Rubber Company of Canada Ltd., 200 Fairview Rd., Barrie, Ontario L4N 4L2	726-3170
Belleville (Quinte District)	Quinte District Community Industrial Training Committee	Mr. Brian Riden (Interim) General Manager, Bata Engineering, Batawa, Ontario KOK 1E0	398-6106
Brampton/Miss. (Peel Region)	Peel Region Industrial Train- ing Advisory Committee	Mr. Derwyn Hancocks, Vice-President-Personnel, Rubbermaid (Canada) Ltd., 2562 Stanfield Rd., Mississauga, Ont., L4Y 1S5	279-1010
Brantford (Brant County)	Brant Industrial Training Advisory Committee	Mr. Joe H. Hughes, Plant Supt., Steel Co. of Canada Limited, P.O. Box 220, 168 Colborne St. W., Brantford, Ontario N3T 5M8	753-2607
Brockville (Leeds & Grenville Counties)	Leeds & Grenville Industrial Training Advisory Committee	Mr. Rick Wilkins, Training Supv., AEL Microtel Ltd., 100 Strowger Blvd., Brockville, Ontario K6V 5W8	342-6621
Cambridge	Community Industrial Training Committee	Mr. Graham C. Salt, Quality Assurance Manager, Canada Machinery Corp., Ltd., 1210 Balmoral Road, Cambridge, Ontario N1T 1A5	621-4020
Chatham (Kent County)	Kent Industrial Training Advisory Committee	Mr. K. Banting, Canadian Fram Limited, P.O. Box 2014, Chatham, Ontario N7M 5M7	352-6700
Cobourg/Port Hope (Northumberland County)	Northumberland Industrial Training Advisory Committee	Mr. Bernie Paziuk, Canadian General Electric, 755 Division St., North, Cobourg, Ontario K9A 3T1 and Mr. Ron Hilborn, General Foods, 520 William Street Cobourg, Ontario K9A 4L4	372-5411
Cochrane/ Iroquois Falls	Cochrane/Iroquois Falls Industrial Training Advisory Committee	Mr. Phil Tessier, Phil Tessier Co. Ltd., P. O. Box 668, 358 Cambridge, Iroquois Falls 'A', Ontario P0K 1G0	372-2171 232-4505

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Collingwood	Collingwood & District Industrial Training Committee	Mr. Wm. D. Redick, c/o Joso Weider Tourist Information Centre, 601 First Street, Collingwood, Ontario L9Y 4C2	445-0301
Cornwall (Stormont Dundas & Glengarry Counties)	S.D. & G. Industrial Training Committee	Mr. Wm. Mitchell, Personnel Director, Combustion Engineering-Superheater Ltd., P.O. Box 1029, Cornwall, Ontario K6H 5R5	933-7030
East Metro	East Metro Industrial Training Advisory Committee	Mr. Larry Figas, Personnel Manager, Pilkington Brothers Canada Ltd., Pilkington Glass Manufacturing Division, 350 Danforth Road, Scarborough, Ontario M1L 3X7	694-3401
Elliot Lake (East Algoma District)	East Algoma Community Industrial Training Council	Mr. William Kidd, Elliot Lake Centre, 6 Dunn Road, Elliot Lake, Ontario P5A 1H8	848-7284
Etobicoke & York	Industrial Training Advisory Committee for Etobicoke & York	Mr. Peter Broadhurst, Vice-President, Industrial Relations, Litton Systems Canada Ltd., 25 Cityview Dr., Rexdale, Ont. M9W 5A7	249-1231
Goderich (Huron County)	Huron County Industrial Training Committee	Mr. Don Longwell, Director of Training & Development, Champion Road Machinery, Goderich, Ontario N7A 3Y6	524-2601
Guelph	Guelph Community Industrial Training Committee	Mr. Jim Finnemore, c/o Canadian General Electric, 201 Woodlawn Rd., West, Guelph, Ontario N1H 1B8	822-2120
Halton County	Halton Industrial Training (HIT)	Mr. Chuck A. Morris (interim), Plant Mgr., Kaiser Refractories, 636 Bronte Road, Oakville, Ontario L6J 5A8	827-4155
Haliburton	Haliburton County Industrial Training Committee	Mr. Kim Emmerson, Emmerson Lumber Limited, Box 150, Maple Street, Haliburton, Ontario K0M 1S0	457-1550
Hamilton	Hamilton Industrial Training Advisory Committee (HITAC)	Mr. J. J. Brown, President, Brown Boggs Foundry & Machine Co. Ltd., P.O. Box 3004, Station B, 275 Sherman Ave. N., Hamilton, Ont. L8L 7Y2	549-6594
Hearst	Hearst Industrial Training Advisory Committee	Mrs. Ginette Quirion, c/o Hearst Chamber of Commerce, Box 987, Hearst, Ontario P0L 1N0	362-4353
Kapuskasing	Kapuskasing & District Industrial Training Committee	Mr. Simon Fillion, Fortin Construction, 8 Radisson Rd., Kapuskasing, Ontario P5N 3C3	335-6187
Kingston	Kingston & Area Community Industrial Training Committee	Mr. J. S. Campbell, President, Merand Ltd., 679 Justus Drive, Kingston, Ontario K7M 4H5	389-5511

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Kirkland Lake	Kirkland Lake & District Industrial Training Advisory Committee	Mr. Jim Johnson, Training Co-ordinator, Adams Mines Limited, P.O. Box 276, Kirkland Lake, Ontario P2N 3H7	567-3321
Kitchener-Waterloo	Kitchener-Waterloo & District Community Industrial Training Committee	Mr. Don Schott, Supervisor, Manufacturing Engineering, Leigh Instruments Ltd., 350 Weber Street North, Waterloo, Ont. N2J 4E3 and Mr. Carl Hamel, Supervisor, Industrial Relations, Uniroyal Ltd., 149 Strange Street, Kitchener, Ontario N2G 4J4	884-4510 744-7171
Lanark County	Lanark County Industrial Training Committee	Ms. Margaret Dacey (co-chairman) Personnel Supervisor, Leigh Instruments, P.O.Box 82, Carleton Place, Lanark, Ont. K7C 3P3 and Mr. Fred Fassbender (co-chairman) Hilan Creative Playstructures Ltd. Almonte, Ontario K0A 1A0	283-4400 256-1289
Lindsay (Victoria County)	Victoria County Industrial Training Committee	Mr. Paul Tavaszi, Vice-President of Engineering, Trent Rubber Services (1978) Ltd., 100 Albert St., S., Lindsay, Ont. K9V 3H7	324-6891
London	London Industrial Training Advisory Board (LITAB)	Mr. Cal Balcom, Chairman, LITAB, 120 Weston Street, P.O. Box 5535, London, Ontario N6A 4L5	452-5520
Midland	Midland/Penetanguishene Industrial Training Committee	Mr. Michael R. Tidy, Personnel Manager, Decor Metal Products, 140 Bay Street, Midland, Ontario L4R 4L5	526-5451
Muskoka (Bracebridge/Gravenhurst/Huntsville)	Muskoka Training Advisory Committee	Mr. R.J.V. Curtis, Factory Manager, Uniroyal Ltd., P.O. Box 2230, Bracebridge, Ontario P0B 1C0	645-4431
New Liskeard, Haileybury & Cobalt	Tri-Town Community Industrial Training Committee	Mr. R. Deakos, Technical Director, New Liskeard Secondary School, Niven Street, New Liskeard, Ontario P0J 1P0	647-7336
Niagara Peninsula	Niagara Industrial Training Advisory Committee (NITAC)	Mr. Michael Cheredar, Chairman, NITAC, P.O. Box 1401, St. Catharines, Ontario L2R 7S8	685-8411
North Bay (Nipissing District)	Nipissing District Industrial Training Advisory Committee	Mr. Dale Letts, Vice-President, Manufacturing, Jarvis Clark Co.Ltd., Box 110, Bond St., North Bay, Ont. P1B 8K4	474-5520

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
North York & York Region	North York & York Region Community Industrial Training Committee	Mr. Wm. J. Easdale, Vice-President, Personnel & Industrial Relations, The deHavilland Aircraft of Canada Ltd., Garratt Blvd., Downsview, Ontario M3K 1Y5	633-7310
Orillia	Orillia & Area Industrial Training Committee	Mr. John J. Connor, Fahramet Limited, Orillia, Ontario L3V 6L6	325-2781
Oshawa (Durham County)	Durham Organization for Industrial Training (DO IT)	Mr. H. W. Tresise, Chairman, Durham Organization for Industrial Training (DO IT), 115 Simcoe Street S., P.O. Box 385, Oshawa, Ontario L1H 7L7	576-0210
Ottawa-Carleton	Ottawa-Carleton Industrial Training Council	Mr. Martin Adamson, c/o Career Programs, Algonquin College, Heron Park Campus, 1644 Bank Street, Ottawa, Ontario K1V 7X6	592-1460
Owen Sound (Grey and Bruce Counties)	Grey-Bruce Industrial Training Committee	Mr. Jon Dobbyn, Director, Personnel, Amerock Ltd., 278 Cook Street, Meaford, Ontario, NOH 1Y0	538-2200
Peterborough	Peterborough Industrial Training Committee	Mr. Barry Turk, Westclox Canada Ltd., P.O. Box 239, Peterborough, Ontario K9J 6Z1 (Committee address: P.O. Box 1833, Peterborough, Ont. K9J 7X6)	743-9060
Prescott & Russell Counties	Prescott-Russell Industrial Training Committee	Mr. J. F. McAllister, c/o Montebello Metal Ltd., P.O. Box 399, Hawkesbury, Ontario K6A 2S3 and Mr. John A. Neysmith, Personnel Director, IVACO Rolling Mills, Box 322, L'Orignal, Ontario K0B 1K0	632-7096 675-4671
Renfrew County	Renfrew County Industrial Training Committee	Mr. Robert Thomson, Renfrew Industrial Commission, 29 Bridge Street, Renfrew, Ontario K7V 3R3	432-5813
Sarnia (Lambton County)	Lambton Industrial Training Committee	Mr. George H. Paylor, Training Specialist, Canadian Industries Ltd., P.O. Box 1900, Courtwright, Ontario N0N 1H0	867-2739
Sault Ste. Marie	Sault Industrial Training Council	Mr. Doug Hertz, Supv., Personnel Dev., Algoma Steel Corp., Queen Street W., Sault Ste. Marie, Ontario P6A 5P2	945-2248

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Smiths Falls	Smiths Falls Industrial Training Committee	Mr. Lucien Lalonde (interim), Director of Economic Development, Corporation of Smiths Falls, P.O. Box 695, Smiths Falls, Ontario K7A 4T6	283-1238
Stratford	Stratford Industrial Training Advisory Council	Mr. Donald L. Eckhart, Vice-President, Manufacturing & Works Mgr., Cooper Energy Services Ltd., Box 670, Stratford, Ontario N5A 6V6	271-1760
St. Thomas (Elgin County)	Elgin County Industrial Needs Council	Mr. Willi Kammerer, Personnel Manager, Hayes-Dana Inc., 80 Elm Street, St. Thomas, Ontario N5P 3W3	631-1600
Sudbury	Sudbury Industrial Training Advisory Committee	Mr. John Moland, Supv., Skills Training, Inco Metals Company 65 Fir Street, Sudbury, Ontario P3C 2A9	675-8391
Timmins	Timmins Industrial Training Advisory Committee	Mr. James A. Page, Miller Paving Ltd., P.O. Box 886, Timmins, Ontario P4N 7G7	267-1107
Toronto Central	Toronto Advisory Committee on Employment Training(TACET)	Mr. C. C. (Bucky) Clare, President, Clare-Randall-Smith & Assoc. Ltd., 53 Lesmill Rd., Don Mills, Ontario M3B 2T8	445-8166
Wallaceburg	Wallaceburg & District Industrial Training Advisory Committee	Mr. James Burgess Sr., Waltec Industries Ltd., 1355 Wallace Street, Wallaceburg, Ontario N8A 1P5	627-3361
Windsor	Task Force on Industrial Training	Mr. George H. Shaffer, President, Hartford Tooling Ltd., 1880 Assumption Street, Windsor, Ontario N8Y 1C4	252-3449
Woodstock (Oxford County)	Oxford Industrial Training Group	Mr. George Simmons, 643 Northdale Drive, Woodstock, Ontario N4S 5K8	539-9439

ASSOCIATION-TYPE CITCS

<u>Location</u>	<u>Committee or Association</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Province-wide (A.P.M.A.C.)	The Automotive Parts Manufacturers' Assn. of Canada	Mr. Dennis DesRosiers, Director of Research, The Automotive Parts Manufacturers' Assn. of Canada, 55 York Street, Suite 402, Toronto, Ontario M5J 1R7	366-9673
Province-wide (C.M.B.A.)	Canadian Machine Builders' Association	Mr. H. B. Iron, Secretary-Treasurer, Canadian Machine Builders' Association, Box 3430, Cambridge (P), Ont. N3H 4S1 (Tor) (Cambr) 653-5774	364-6208 653-5774
Province-wide (C.T.M.A.)	Canadian Tooling Manufacturers' Association	Mr. Mike Solcz, Valiant Machine Inc., 7470 Tecumseh Road East, Windsor, Ontario N8T 1E9	944-3200
Province-wide (S.P.I.)	The Society of the Plastics Industry of Canada	Mr. John L. McNamara, Division Manager, The Society of the Plastics Industry of Canada, 1262 Don Mills Rd., Suite 104, Don Mills, Ontario M3B 2W7	449-3444
Province-wide (M.E.M.A.C.)	Machinery & Equipment Manufacturers' Association of Canada	Mr. J. R. Romanow, President, MEMAC, 116 Albert Street Suite 701, Ottawa, Ontario K1P 5J3	232-7213
Northwestern Ontario	Northwestern Ontario Hospitality Industry Training Committee	Mr. Doug Cliff (interim), c/o Red Oak Inn, 555 West Arthur Street, Thunder Bay, Ontario P7E 5R5	577-8481
Northwestern Ontario	Northwestern Ontario Pulp & Paper Industrial Advisory Committee	Mr. Al G. Skinner, Abitibi Paper Co. Ltd., P.O. Box 2390, Thunder Bay, Ontario P7B 5E9	683-6211
Northern Ontario	Ontario Lumber Manufacturers' Association (OLMA)	Mr. Dan Ryan, Malette Lumber Inc., Box 1090, Timmins, Ontario P4N 7J6	267-1462
Thunder Bay Area	Grain Trade Industrial Training Committee	Mr. Ron E. Gorst, Saskatchewan Wheat Pool, 34 North Cumberland St., Thunder Bay, Ontario P7A 4L3	344-5701

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